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DD/R # 274-62

21 June 1962

MEMORANDUM FOR: Chief, Scientific Branch, CD/00

SUBJECT: DD/R Developments

1. In response to your suggestion, I am pleased to try to provide some information for the use of Field Offices concerning the present status of the DD/R.
2. Since the establishment of the DD/R and the appointment of Dr. Scoville by the Director several months ago, a thorough examination of the various scientific and technical activities of the Agency has been made. Recommendation has also been made to the Director concerning the transfer to the DD/R of the major scientific and technical activities of the Agency. Following this has been the long tedious process of examining the unique and peculiar features that surround each such activity necessary before any implementation of the prime objective can be accomplished. As a general rule, each of these activities has been very much intertwined with the various functional and operational aspects of other elements of the Agency.
3. Thus far the Special Projects Branch of the Developmental Projects Division of DD/P has been transferred to the DD/R. Some of the activities of that Division more closely related to DD/P operations rather than being of a research and developmental nature, will be retained by the DD/P.
4. Major progress has been made in a second major area, that of the Agency ELINT activities. The ELINT and Special Projects Division of the Office of Scientific Intelligence has been transferred to the DD/R effective 1 July, and negotiations concerning the ELINT

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activities of the Office of Communications have been nearly completed. The ELINT efforts in TSD and DD/P, in general, are currently under study, and it is anticipated that a phasing over of some of these efforts will also be accomplished at some appropriate time.

5. The DD/R has also been advised to establish an Office of Research and Development to be concerned with the over-all needs of the Agency, although at this time no specific transfers or actual implementation of such an office has been started.

6. The DD/R has also been asked to consider the establishment of an S&T Career Service for the Agency. At this time it is planned that a specific "R" Service will be established for the personnel of the DD/R and, in addition, that there be established a Career Service Committee comprised of the DD/R, OSI, COMMO and TSD, in order to find ways and means of improving the Agency's ability to attract, utilize and retain qualified S&T personnel.

7. In this general vein there are a number of major problems to be dealt with. There is already a large and growing shortage of qualified scientists and engineers. The present intake is not keeping abreast of the losses and, in addition, expansions in several areas will be required in the very near future. It is important, therefore, that steps be taken to enhance our ability to attract such people. Serious examination is being made of the question as to whether some sort of salary adjustments might be made comparable to those carried out by the Defense Department and NASA under special legislative authorization that has been given them. Also, revised and improved methods of handling applicants' files to speed up the decision making processes and effect more interchange between the various offices.

8. We are interested in examining the techniques and programs of organizations that seem to be particularly successful in the attraction and retention of scientific personnel. It is against this background that we would like to receive suggestions from some of the Field Chiefs both as to the "model management" S&T organizations, and any leads that may help in the recruitment processes. The present staff of professional recruiters of the Office of Personnel

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is tremendously overloaded with various requirements from a number of different Agency activities. It would be helpful, I'm sure to them and consequently to us, if your Contact personnel could pass along any leads where recruitment opportunities may exist; for example, knowledge of such things as internal company discontent, the loss or feared loss of contracts, the relocation of facilities and personnel or any such developments that may cause qualified people to consider a change of employment. There is considerable attraction and incentive to our type of work that go a long way toward offsetting our inability to be competitive on a salary basis. However, one of the first problems is being able to communicate these appreciations to desirable people, thus such leads could help provide such opportunity. Similarly, many of your sources and contacts may be helpful in this respect.

9. It is expected that additional developments in the establishment of the DD/R will be forthcoming and we will be glad to try to keep you advised. It must be noted that as yet practically no official announcements or papers have been issued concerning the above discussed developments because there is still considerable administrative and other details that have to be completed. Therefore, this should be considered primarily in the vein of a status report and not an official pronouncement since the official statements of such matters properly come through other channels.

7. By information

Executive Assistant
O/DDR

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